



**Diversity, Equity & Inclusion**  
@doma

# 2021 DEI Impact Report

**Building Our Home**



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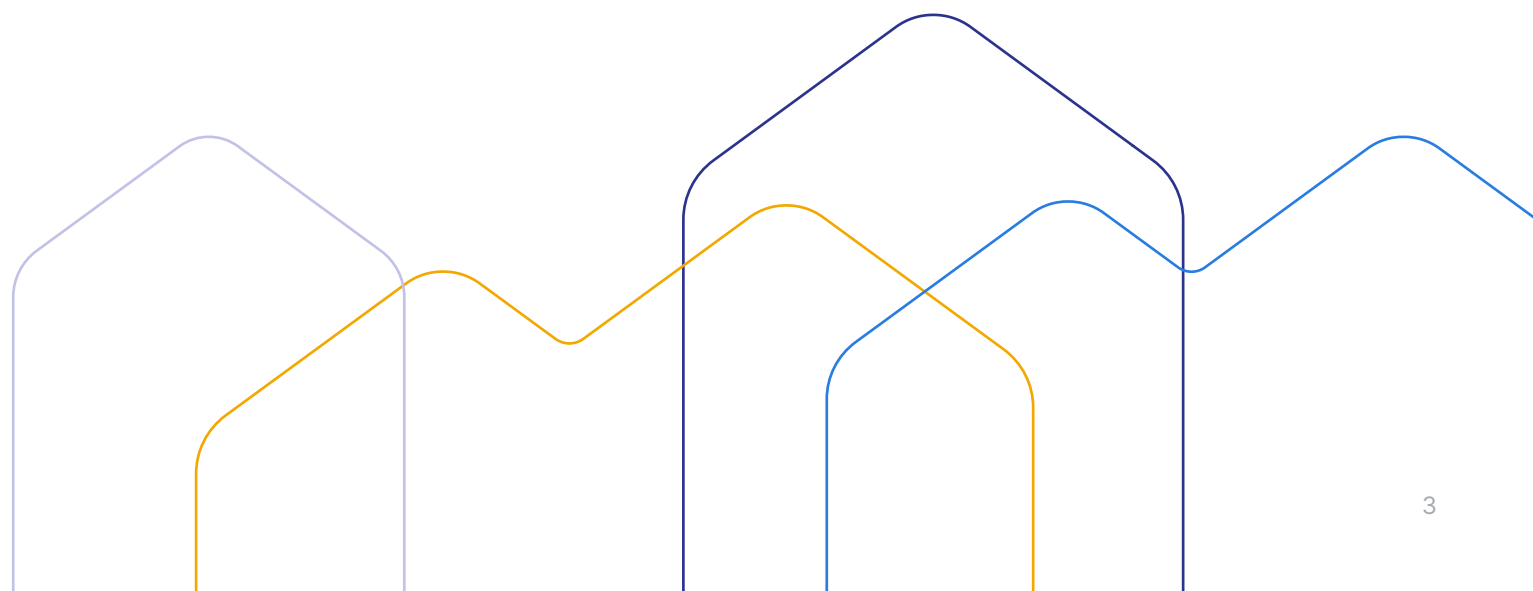
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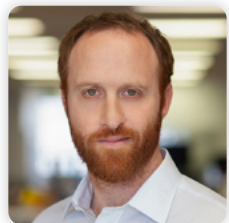
# Drawing the Blueprints

*Blueprint [noun]: A plan or program of action; vision*

Drawing the blueprints represents the vision for and resounding commitment to Diversity, Equity, and Inclusion (DEI) at Doma. Our CEO, Max Simkoff, recognizes the benefits that diversity yields – a successful and thriving business is only possible through a diverse workforce and the deep sense of belonging experienced by all associates. Our aspirational goal is to have our workforce, across all levels, truly represent the customers and communities we serve now and in the future. Creating this blueprint for success is contingent on DEI becoming an integral component of our DNA that will allow our vision to take shape.



## This is only the beginning.



### Letter from Max Simkoff

Chief Executive Officer

From startup to public company, our inaugural DEI Impact Report reinforces the commitment to our associates and the positive progress we've made to build a One Team culture.

Doma was founded just over five years ago, and we could not have imagined how far the company has come since then. Our journey has been complex, but rewarding: from founding States Title in 2016, to adding the unmatched expertise that North American Title Company and North American Title Insurance Company provided, to rebranding our company's name to Doma and becoming a public company in 2021. I am proud of our growth and recognize the positive impact that our efforts to build an inclusive and diverse culture have had on Doma – and it's only the beginning.

With close to 2,000 colleagues across the U.S., we understand the real reason behind our success – our people. We continually strive

to have a diverse workforce and inclusive environment that respects different cultures, backgrounds, and perspectives. This partnership and commitment are what make a truly successful business and that's why DEI are cornerstones of our company's One Team cultural value. We value our differences that ultimately produce greater innovation and lead to greater collective success.

### Our commitment to empowerment & inclusion

At Doma, we are also committed to ensuring our workforce reflects the diversity of our customers and communities – from leadership to associates to partners. Our first DEI Impact Report reflects this commitment and outlines what we've been able to accomplish thus far. From hiring a dedicated Senior Director of DEI to champion a company-wide DEI strategy, to nominating three women to the Doma board, these are just the first important steps that we are taking to help us create a more inclusive culture and become a better and more successful company.

While we celebrate the achievements of the past few years, we also recognize that there will always be opportunity for improvement. We are determined to make a positive impact on our associates' wellbeing through our DEI efforts as we continue to invest in the growth of our people. Our inaugural DEI Impact Report reflects only the beginning of our growth and what we hope to achieve in the future.

## The time is now.



### Letter from Jerry Jenkins

Chief People Officer

Now more than ever, it is important for us to continue to build a truly inclusive culture.

In these unprecedented times, Doma stands by its associates and encourages a workplace culture that fosters a sense of belonging and trust. It is why DEI is, and has always been, a priority at Doma.

Our journey to become a more representative and inclusive organization is reflective of the strong cultural values that we live by daily: Customer Obsessed, Solution Driven, People Leaders, One Team and Direct with Respect. Collectively, these values challenge us to stay accountable as we strive to put our people at the center of everything we do.

The launch of our very first DEI Impact Report helps us begin to deliver on this promise and provides an initial snapshot of where we started, what we've been able to accomplish in a short amount of time and our work in progress.

### Progress – not perfection

We understand that initiating a sense of belonging and creating a culture of mutual respect takes hard work. Here are just some of the steps we've taken over the past year to do just that:

- **Launched Employee Resources Groups (ERGs):** While the groups are voluntary and a new concept for many at the company, there has been incredible response and excitement for the launch of the Pride@Doma and Women@Doma ERGs in support of our LGBTQ+ community members and the women of Doma who represent over 60% of our workforce.
- **Introduced diversity trainings:** The trainings resulted in 75% of attendees stating they “agree/strongly agree” that they now know what to do to decrease the negative effect of biases.
- **Engaged with the community:** We are pleased to have engaged with eight external strategic partnerships, including Women Who Code, AfroTech, PFLAG and INROADS.

Overall, our investment in DEI is aligned with our business strategy and cultural values at every level – from our Board of Directors to our technology platform, from every customer interaction to the environment we create for our associates. We are proud to present this report to reflect our ongoing work and dedication to building a diverse, equitable, and inclusive company where everyone can do the best work of their careers.

## If you want to go fast, go alone. If you want to go far, go together.



### Letter from Kristie King

Senior Director of Diversity,  
Equity, & Inclusion

Our 2021 DEI Impact Report celebrates our progress and hope for the future.

When I joined Doma in late 2020, the social unrest in the U.S. was reaching a tipping point with the untimely deaths of George Floyd, Breonna Taylor, and Ahmaud Arbery. With the resulting racial tension and unrelenting partisan divide, it was obvious that we needed to come together to combat divisiveness, prioritize equity, and pursue inclusivity.

As the first person hired at the company to lead diversity, and in the title and escrow industry where DEI functions are largely absent, I knew it would be one of the most challenging professional endeavors I would take on. However, I accepted that challenge with fervor and excitement because I knew the remarkable possibilities that existed to make a difference, not only by shaping and molding the culture of Doma, but also by positively impacting each individual within the company. This would be done by standing upon the sound cultural

values already established at Doma and very intentionally working to create a workplace rooted in accountability and transparency, where everyone feels welcomed, heard, valued, respected, and empowered to reach their full potential. It was this precept that would serve as the impetus for the first year of our DEI journey.

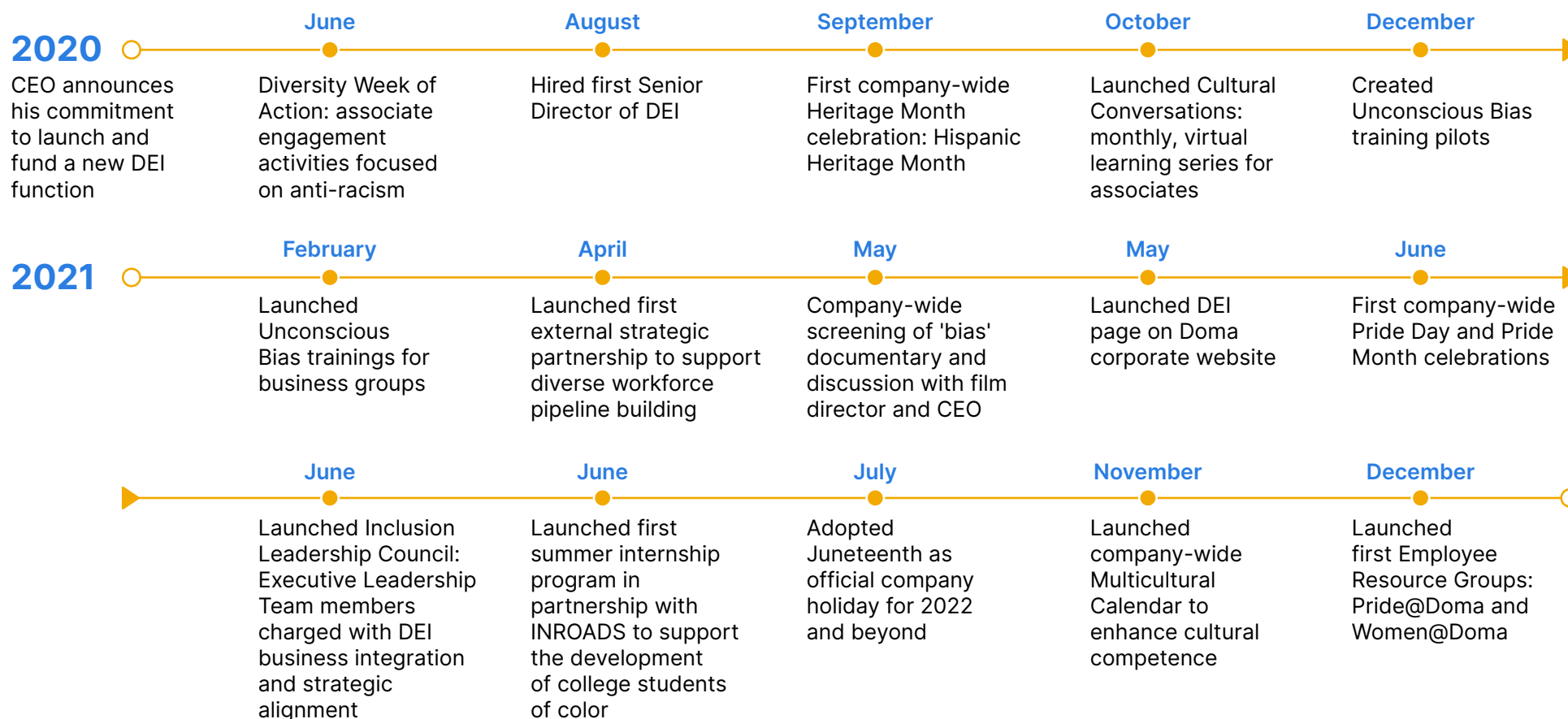
The African proverb “If you want to go fast, go alone; if you want to go far, go together” exemplifies this journey for Doma because, from day one, there was an unwavering focus on building community. First, by internally shaping the foundation for inclusivity at Doma. Then, by externally building partnerships with those who shared our vision. Recognizing that this would be a marathon and not a sprint meant creating the right cadence and pace for change that was not about moving swiftly but, rather, thoughtfully and with intention and purpose.

Starting with a blank slate, we made meaningful progress in our inaugural year by building a strong foundation, but we’ll be the first to admit we have a lot more work to do. Every day we are making conscious decisions because we know that it’s not just the right thing to do, it is imperative as a business. We know that a diverse and inclusive company leads to more engaged employees, creates more effective teams and fosters greater innovation, creativity and success. Because of that, we are fiercely committed.

We pride ourselves in breaking through barriers not only for the title and escrow industry, but also in how we engage with our workforce, especially in these unprecedented times. I look forward to the opportunity to continue this important conversation, and I am proud to share our first DEI Impact Report with many more to come.

## Diversity, Equity, & Inclusion Timeline

The first step in drawing the blueprints for our long-term vision is formalizing our commitment to DEI. This commitment was initiated by our CEO, Max Simkoff, who in Q3 2020, publicly announced the importance of this work and his commitment to hiring a dedicated resource, with financial backing, to create a new DEI function. Two months later, a Senior Director of DEI was hired with the charge of creating, executing, and championing a DEI strategy for the company.



## DEI Framework

With a firm understanding of the current environment and what was needed to build out a successful DEI function for the company, a framework was created representing three pillars under which all the DEI work would rest: Workplace, Workforce, and Marketplace. These pillars not only reflect our commitment to this work, but also illustrate our holistic approach to embedding DEI into all aspects of our business where everyone will be accountable to ensuring its success.



### Workplace

Fostering a sense of belonging and creating a space that is welcoming to different cultures, backgrounds, and perspectives are priorities for us. This is reached by providing opportunities to heighten our cultural competence, stimulate conversations, and take collective steps to learn and grow. In turn, creating a culture of mutual respect and an environment that embraces and promotes individual difference.



### Workforce

We know that a workforce that is diverse, across all levels of the organization, is critical and creates more effective teams, greater innovation, creativity, and business success. So, we must be unrelenting in our focus on attracting, hiring, developing, retaining and empowering the most diverse talent possible.



### Marketplace

Building valued partnerships with diverse communities, organizations, customers, and suppliers positions us as a preferred brand and demonstrates our commitment to being responsible corporate partners.

## DEI Vision Statement

Doma is a best-in-class company with an equitable and inclusive culture and diverse and thriving workforce across all levels that reflects the customers and communities we serve and where all employees feel heard, valued, respected and empowered to reach their full potential. As an employer of choice and preferred brand, we are making an impact in the community while aligning ourselves with strategic partners that share our values and commitment to advancing DEI.





**Rich Griffin**  
Senior Vice President, Agency

"I am very proud of our company and our DEI initiatives. Creating a company that includes all associates' perspectives creates an organization that is open to new ideas and ways of doing business. Having a diverse workforce increases our levels of creativity and our willingness to look at all aspects of an initiative before launching a strategy."



**Norma Hill**  
Manager, Training & Development

"I have hope that Doma will achieve what I have witnessed countless other companies give no more than lip service, the creation of a more equitable work environment. That hope is due to the strategic, focused, intentional drive toward systemic change demonstrated by our DEI Department with the backing of our CEO."

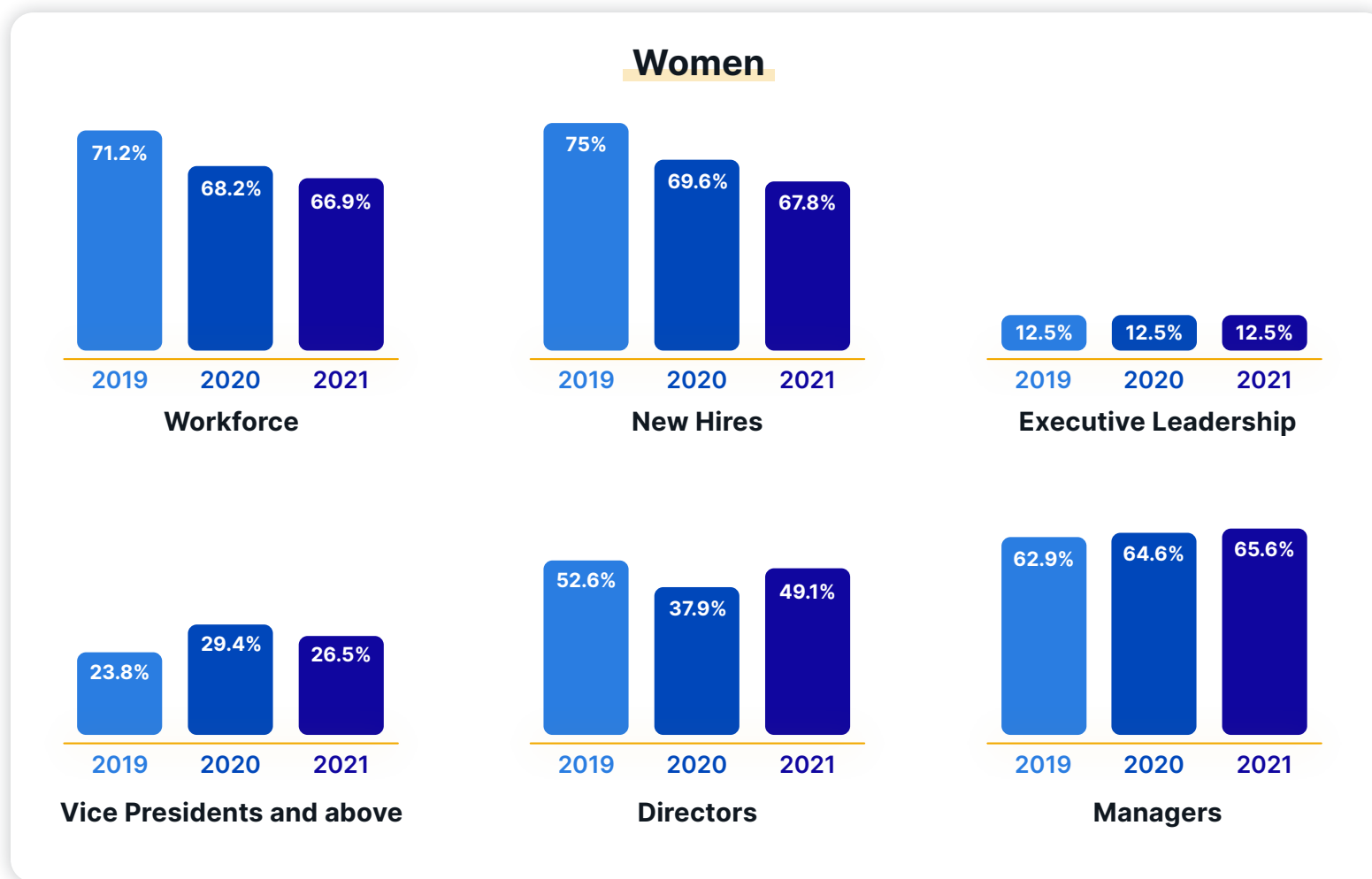
# Laying the Foundation

*Foundation [noun]: Part of a structural system that supports and anchors the superstructure of a building and transmits its load-bearing walls to the soil or bedrock beneath*

To effectively design, shape, and build a new venture from the existing blueprints, it's necessary to start on solid ground. This means understanding the foundation on which all our work can stand firm – our company culture. As we started to examine the foundation, we assessed our current state with humility and transparency, a task we completed by listening intently, holding in-depth conversations, analyzing demographics and examining our gaps. Through this work, we recognized our journey would be extensive and require us to be steadfast in our resolve to stay the course. We were committed.

## Doma Demographics

Being transparent about our current demographics is how we will be able to firmly build a foundation towards the future.



Our aspirational goal is to have our workforce, across all levels, represent the customers and communities we serve, which is 50% women and 40% people of color.

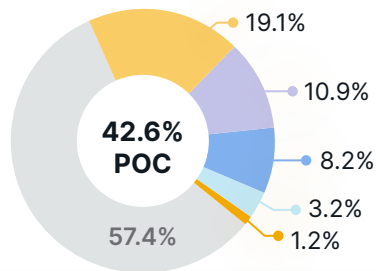
## Doma Demographics

### People of Color (POC)

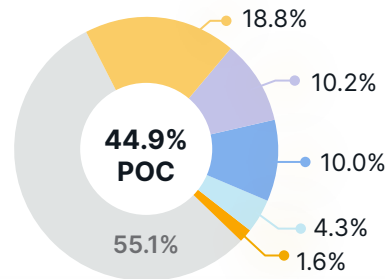
● White  
 ● Latino  
 ● Asian  
 ● Black  
 ● Multi-race  
 ● American Indian/Alaskan Native

2021

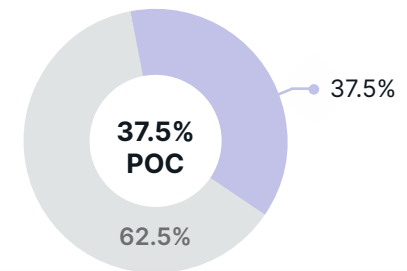
**Workforce**



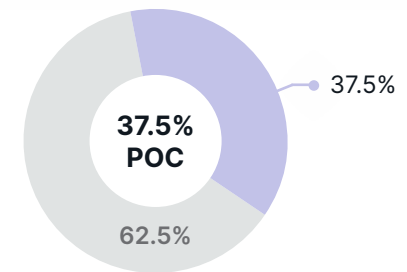
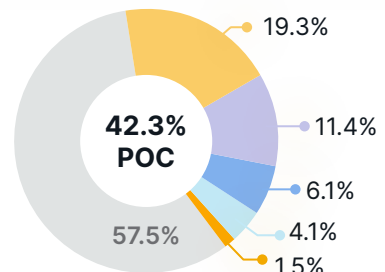
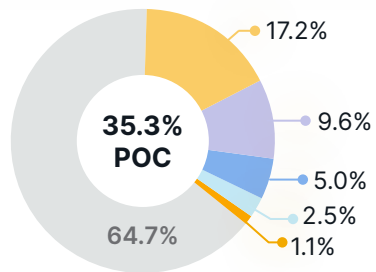
**New Hires**



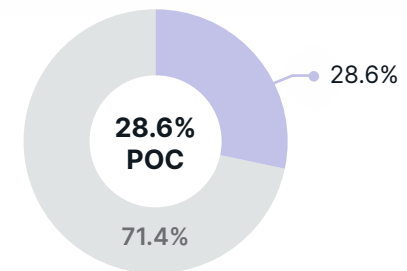
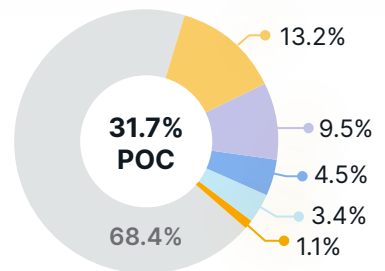
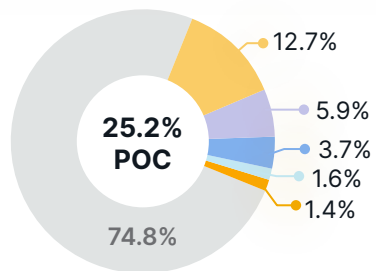
**Executive Leadership**



2020



2019

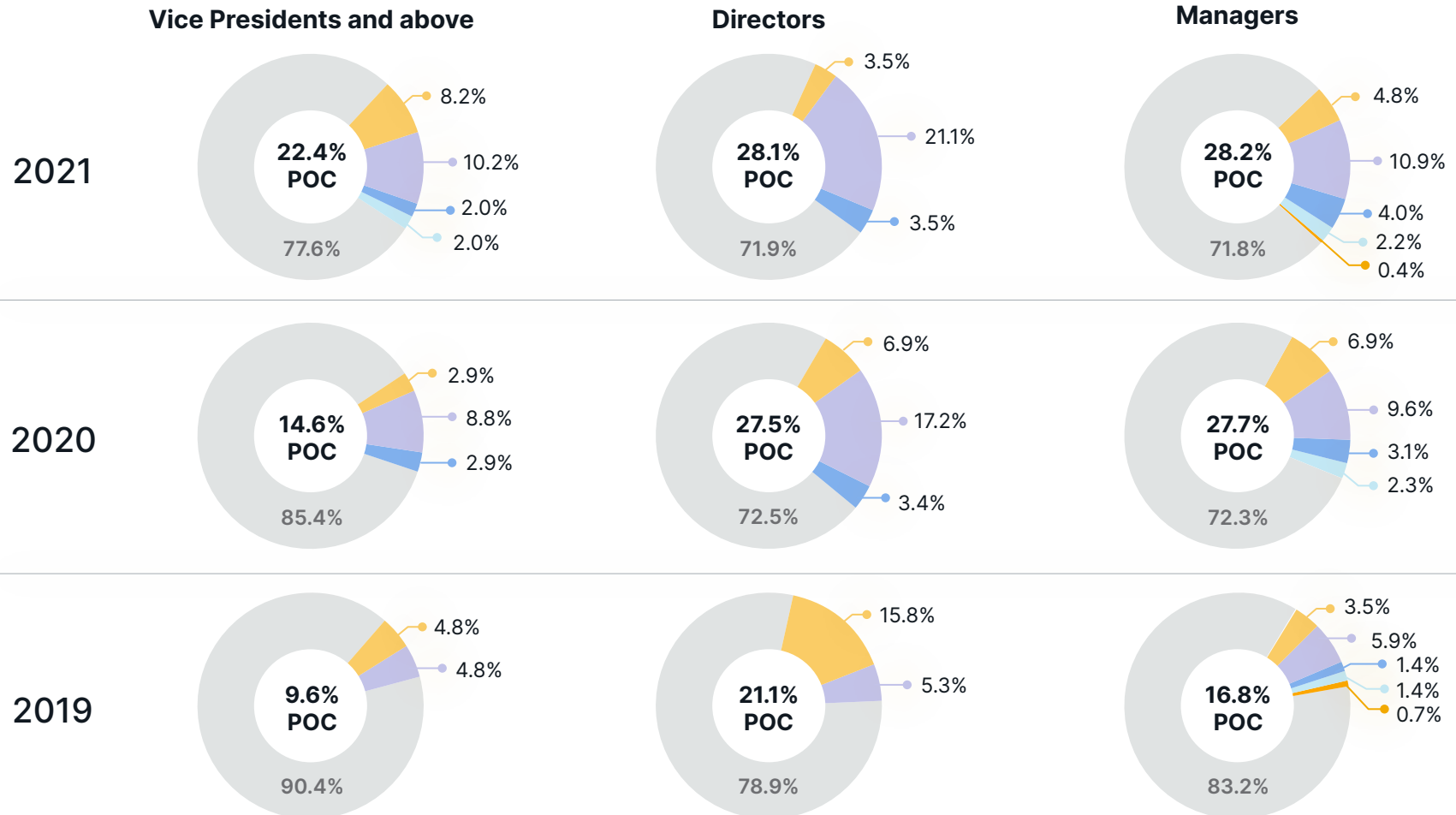


Based on Company data as of December 31 of the related year indicated.

# Doma Demographics

## People of Color (POC)

● White  
 ● Latino  
 ● Asian  
 ● Black  
 ● Multi-race  
 ● American Indian/Alaskan Native



Based on Company data as of December 31 of the related year indicated.

## 2021 Employee Engagement Survey Results

In our second annual Employee Engagement Survey, we wanted to hear directly from current associates on the wins, challenges, and ways to improve the most important part of our company's foundation: our culture. The company-wide survey revealed the highest scores on diversity questions compared to all other categories.



We recognized our largest increase  
YOY in our **associates feeling valued.**

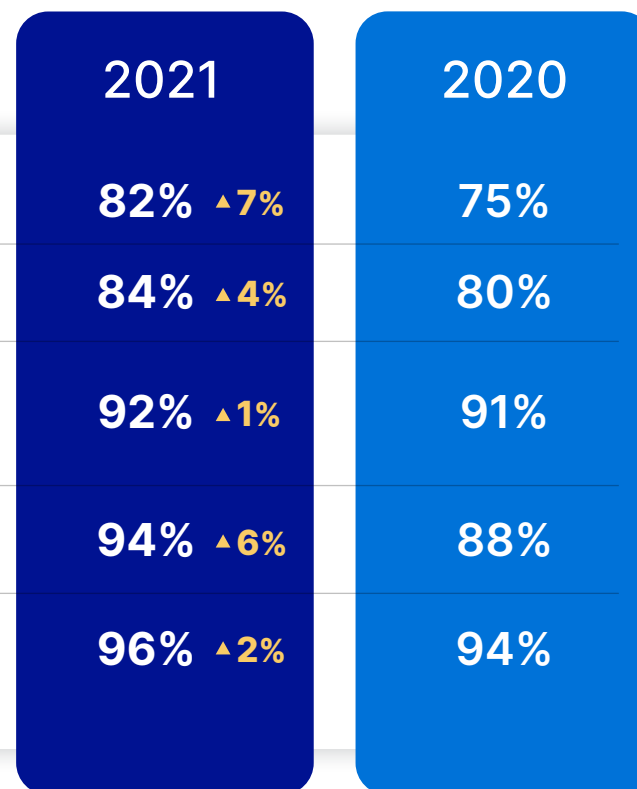
I feel valued as an employee.

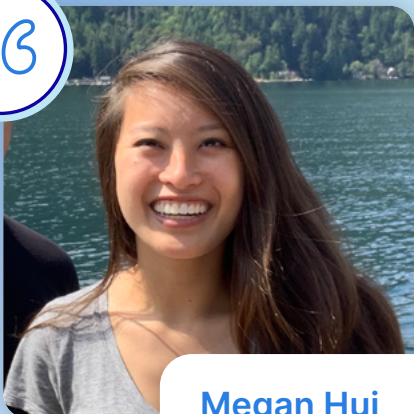
I feel like I belong at our Company.

Employees are treated fairly regardless of their race, gender, religion, age, sexual orientation, disability, etc.

Our Company is committed to diversity, equity and inclusion.

All diverse backgrounds (race, gender, religion, age, sexual orientation, disability, etc.) are welcome in our Company.





**Megan Hui**  
Technology Executive Assistant

"Doma is committed to creating an inclusive environment that welcomes teammates from all cultures and backgrounds. I am supported every day and encouraged to do my best work while being myself. Everyone I've met here truly makes me feel included and appreciated for being who I am. I especially enjoyed helping out with our INROADS internship program last year! I loved learning about all our interns and their backgrounds and supporting them as they embark on their careers."



**Christina Handy**  
Escrow Post-Closing Specialist

"Doma provides me with thoughtful, accurate, and extensive information on new cultures and ways to increase my awareness. I have learned and continue to learn so much about the vast diversities that make up our world. What I appreciate most is that Doma delivers on the promise to bring a diverse culture to the workplace."

# Building our Home

*Building [noun]: the process or business of constructing something*

With the foundation set, the next step was building a home. Our ideal home is a trusting space to feel safe and experience an authentic sense of belonging. Recognizing the historic scarcity of focus on diversity throughout the title and escrow industry, it was clear that building our home must be centered around defining our "why" – our motivation and purpose. It meant creating a steady and resounding DEI drumbeat that heightened education, awareness and cultural competence.

As we continue to build our home, we strive for each of our associates to feel heard, valued, respected, and encouraged to reach their full potential. A great home is not about the house itself, but the people in it.



## Monthly Cultural Conversations

Our Cultural Conversations provide opportunities for associates to virtually gather while collectively increasing their awareness and appreciation of different cultures and perspectives, all fostering a a more inclusive workplace. We leverage these forums by holding engaging and authentic discussions each month with thought leaders, speakers, and our own associates to recognize and honor underrepresented voices and experiences. During 2021 we had:



17

Cultural Conversations



26

Cultural Conversations speakers



3,300+

Cultural Conversations views



98%

Positive evaluation feedback



### Native American Heritage Month

Featuring Larry Yazzie and the Native Pride Dancers

#### Live Slack Conversation:

How did Larry know I needed this? 🥰❤️👏

Yes - the music is so calming and beautiful!! Loving this! 😊

+ 1 🗨️

That flute was MESMERIZING!! So beautiful!

👏 5 🎵 4 🗨️

He said he's wearing "the weight of the eagle" on his shoulders!

🦅 5 🇺🇸 2 😊 1 ❤️ 4 🙌 2 🗨️

Thanks for a great culture day. I find Native American culture to be very inspiring and moving. Was surprised to hear there are 574 recognized tribes in the US. All with unique parts about them that need to be kept alive and passed on.

✅ 4 🙌 2 🗨️

The regalia is so gorgeous!!!! Every piece is astounding ❤️🥰

❤️ 4 🗨️

That was one of the best Cultural Conversations we have had thus far! Larry Yazzie and the Native Pride Dancers were AMAZING! I was moved beyond words at the depth of the meanings for every single movement, each stitch in their regalia and sound in their songs and music. Very moving!

🙌 13 ❤️ 10 🗨️

So powerful! Touches the soul.

🎵 5 🇺🇸 1 🙌 1 🗨️

It's so calming...

✅ 2 🇺🇸 1 🗨️

energy !! visceral

🦅 🎵 🌟 🗨️ 1 ⚡ 1 🗨️

Beauty and Power...Thank you!

❤️ 1 🗨️

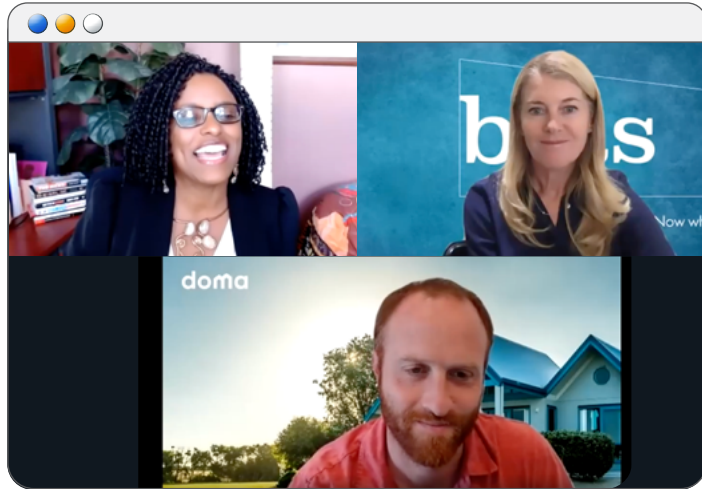
WOW!!!! 🦅

🎵 3 🗨️

am i the only one feeling emotional? this is incredible 🦅

👏👏👏👏 7 + 2 🗨️

## Monthly Cultural Conversations



### **bias Film Documentary Discussion**

Featured a conversation after the company-wide film screening for all employees focused on unconscious bias with Robin Hauser, Director of *bias*, CEO Max Simkoff, and Kristie King

"I am a strong believer that unconscious bias is something we should not only be aware of, but seeking to better ourselves on. And the only way you do that is through practice. You have to go through training, you have to be aware of it, you have to keep questioning it, you have to keep revisiting it."

– **Max Simkoff**



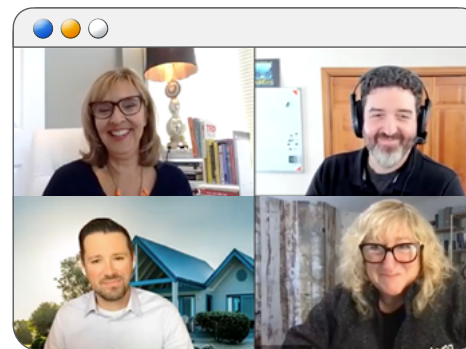
### **Native American Community Cultural Conversation**

Featured a conversation with Tony Walters, Executive Director of the National American Indian Housing Council



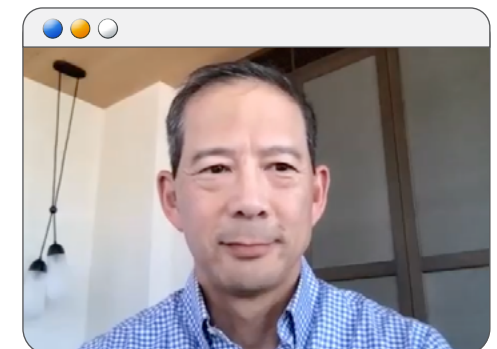
### **Women's Community Cultural Conversation**

Featured a workshop with Lynn Seth, Founder and CEO of Lynn Seth, Coaching & Facilitation, LLC



### **Accessibility Community Cultural Conversation**

Featured a conversation with Janet Fiore, Founder & CEO of The Sierra Group, Michael Mangos, Co-Founder & CEO of Tamman, Inc., Chris Pizzo, Senior Creative Director at Doma, and Lauren Zack, VP Product Design at Doma



### **Asian American Pacific Islander Community Cultural Conversation**

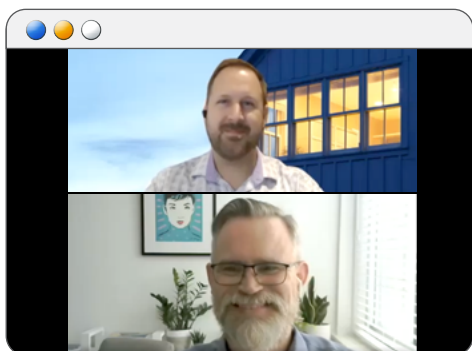
Featured a conversation with Norman Chen, CEO & Co-Founder of LAAUNCH

## Monthly Cultural Conversations



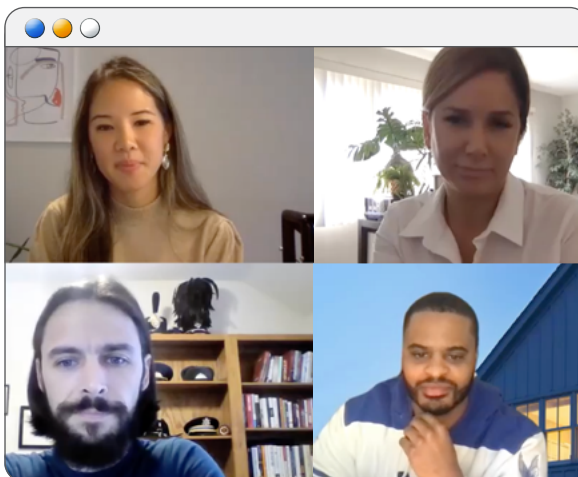
### Hispanic Community Cultural Conversation

Featured a conversation with Gary Acosta, Co-Founder & CEO of the National Association of Hispanic Real Estate Professionals (NAHREP)



### LGBTQ+ Community Cultural Conversation

Featured a conversation with Chris McChesney, Regional Claims Manager at Doma and Ian Palmquist, Deputy Director of Equality Federation



### Veterans Community Cultural Conversation

Featured a conversation with Vivienne Shi, DEI Program Manager at Doma, Angela Peachey, Escrow Officer at Doma, Chuck Wood, Director, Doma Ops, and Justin Franklin, Sr. Manager, Doma Ops

"As a Veteran coming into Doma, I had no title and escrow experience, so big shout out to the Operations team and everyone who has taught me. I've said 'I don't know' more times than I can count in the past year that I've been here and people have always been willing to talk me through the things I don't know. I am really thankful that everyone's been so willing to me help out."

– **Chuck Wood**



### Black Community Cultural Conversation

Featured a conversation with Kristie King, Jason McDonald, Managing Director, Doma Local, Akin Owolabi, Manager, Software Engineering, and Norma Hill, Training & Development Manager

"Racism's fate is ultimately going to be determined by those from whom it was intended to benefit, and that is why allies are so necessary to actually affect change. So I say: Get uncomfortable! Let's all jump in here. Do it together. Let's embrace disruption and let's begin to speak out in ways that are actually effective and inclusive of everybody."

– **Norma Hill**

## Heritage Month Observances

Doma observed eight heritage months in 2021. These observances provided opportunities for employees to understand, recognize, and celebrate the distinctions and richness of different cultural identities, their contributions, stories, and histories. To build an inclusive home, we must recognize those who have paved the way for us to do so.



**850+**

Slack posts

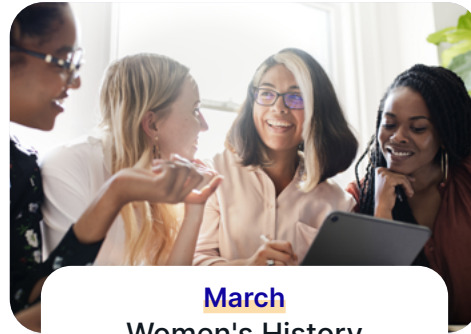


**9,000+**

Heritage Month Slack comments and reactions



**February**  
Black History Month



**March**  
Women's History Month



**May**  
Asian American Pacific Islander Heritage Month



**June**  
LGBTQ+ Pride Month



**September - October**  
Hispanic Heritage Month



**October**  
Disability Employment Awareness Month



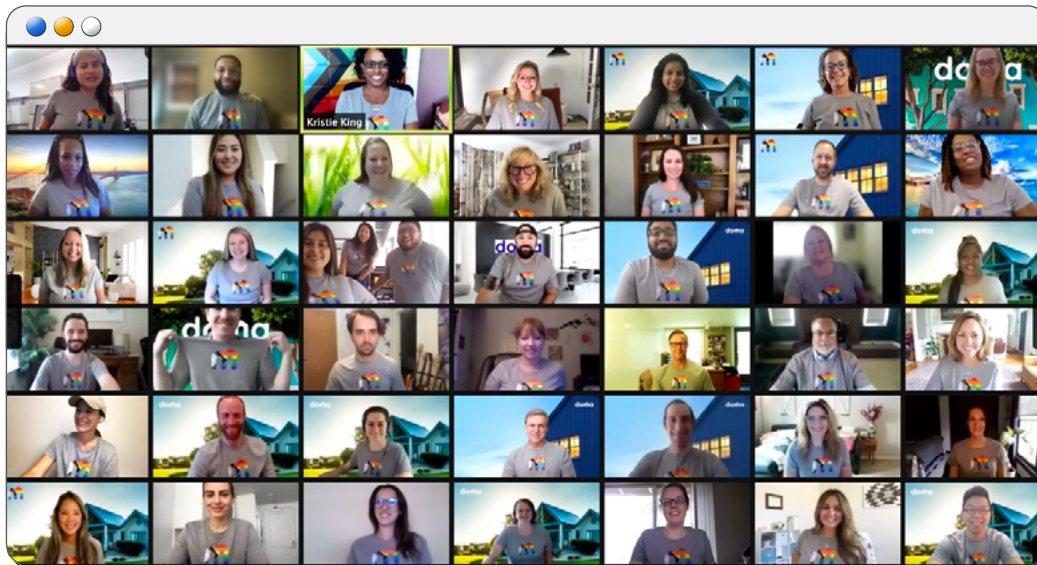
**November**  
Native American Heritage Month



**November**  
Veterans Day Observed

## Spotlight on Doma Pride Month

The month of June is Pride Month, a time to honor the achievements of the LGBTQ+ community, including the LGBTQ+ members of our Doma family. Our inaugural Pride Month celebrations included free custom Pride shirts for the entire company, a Show Your Pride Photo Contest, educational content, and Doma's first annual company-wide Pride Day celebrating this community.



### June 10: Doma Pride Day

All associates proudly wore their Doma shirts and posted selfies on our DEI Slack channel throughout the day. This company-wide photo was posted on Doma's social media pages.

### Show Your Pride Photo Contest



### 2 Cultural Conversations



"Want to Be an Ally?"  
Training by PFLAG  
LGBTQ+ legislative discussion



Doma Pride Logo

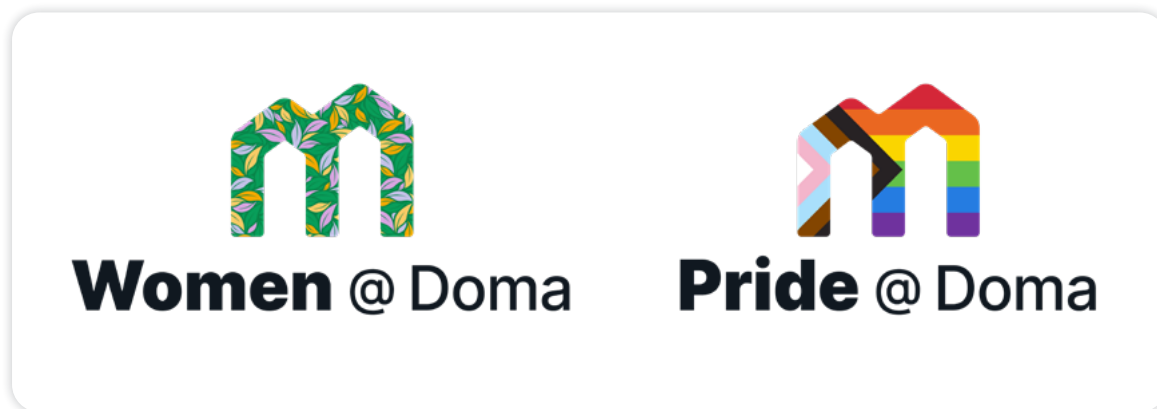
### Educational Resources



Blog post written by our LGBTQ+ community members sharing insight into DOMA legislations and legal rights

## Employee Resource Groups

Launching Employee Resource Groups (ERGs) at Doma was a tremendous milestone in building our home. Pride@Doma and Women@Doma were created as voluntary, employee-led groups, centered around a common identity designed to support under-represented communities in the workforce. ERGs serve as a powerful employee engagement resource for in-depth community connections, professional development, networking, allyship, retention, and more.



“As Executive Champion of Women@Doma, my intention is to provide a platform for continuous listening and support, so that ERG members can feel empowered, influential and heard. We have an amazing leadership team in place and we are positioned to have a stratospheric launch into our first year.”

– Lauren Zack, VP Product Design  
Executive Champion of Women@Doma



“My first and primary objective serving as the Executive Champion of Pride@Doma will be to ensure the Doma LGBTQ+ community feels safe and supported. We have an excellent leadership team who is committed to providing education, awareness, increased representation and valuable opportunities for growth.”

– Emily LaFond, VP Business Operations  
Executive Champion of Pride@Doma

## DEI Learning Journey

### Unconscious Bias Training

Cultural transformation is imperative for Doma. To achieve this, we need to equip our associates with the necessary tools, skills, and learning reinforcements that empower them to advance our organizational inclusion goals.

A key component of this is our DEI Learning Journey, which incorporates trainings, discussions, cohort work, and managerial pathways designed to ensure that our employees gain an in-depth understanding of the importance of diversity, equity, and inclusion in all we do. As part of that DEI Learning Journey, we began delivering unconscious bias trainings so that our associates can become more aware of their biases and how they can be mitigated.

“This was by far the best training I've had at Doma. The hosts were incredible and made me feel welcomed, engaged, and comfortable sharing.”

– Training participant



200+

associates completed unconscious bias training between January and December 2021



75%

of attendees agree they now have the tools to decrease the negative effect of biases

“I believe this training helped me understand my colleagues and why they carry themselves the way that they do.”

– Training participant



## INROADS Internship Program

Recognizing the importance of building strong, diverse candidate pipelines, we launched our first summer internship program via a partnership with [INROADS](#), a nonprofit organization with a mission to identify and develop underrepresented talent and create pathways to careers for ethnically diverse college students. Students were provided robust learning opportunities across multiple departments, supplemented with weekly professional development workshops.



“This internship was full of opportunities. I got to work on many great important projects, improve my professional and interpersonal skills, as well as work etiquette working remotely. I got to create connections with incredible professionals at Doma as well as with the other interns, and was very fortunate to have received such amazing coaching.”

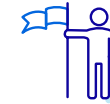
– **INROADS Intern**



## INROADS Internship Program



**100% positive rating**  
overall internship  
experience



**9** INROADS  
interns



A week spent at  
**Doma Headquarters**  
in San Francisco



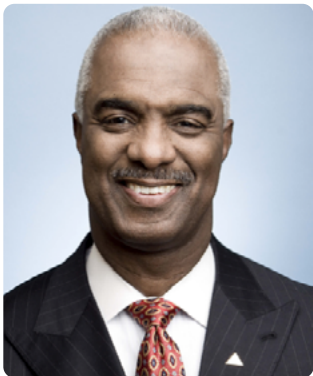
Company-wide **Cultural  
Conversation** featuring  
interns and managers



**One intern hired** (so far)  
as a full-time employee  
after graduation



Internal speakers and  
**final presentations** to the  
Executive Leadership Team



“Doma is essential. The real estate industry benefits from Doma's commitment to diversity, equity and inclusion. Our partnership with Doma makes sense on a number of levels. For more than 50 years, INROADS has helped underrepresented leaders achieve their career dreams, while going on to become real estate investors and homeowners. Our partnership is making an immediate impact by allowing our leaders to shape the future of equity in real estate as interns at Doma.”

– **Forest T. Harper, President & CEO of INROADS**

## Inclusion Leadership Council

The Inclusion Leadership Council is made up of Doma's top executives and is charged with ensuring the successful integration and strategic alignment of DEI initiatives with business objectives, operations, and cultural values. This council serves as a critical driver in fostering organizational change in collaboration with DEI.



**Max Simkoff**  
Chief Executive Officer



**Jerry Jenkins**  
Chief People Officer



**Hasan Rizvi**  
President of Technology  
& Operations



**Mini Peiris**  
Chief Marketing Officer



**Eric Watson**  
General Counsel

## Board of Directors

A true highlight of 2021 was the addition of three women, including two women of color, to the Doma Board of Directors, bringing insight, expertise and incredible value to our top governing body. These new members of Doma’s board are Maxine Williams, Chief Diversity Officer at Meta Platforms, Serena Wolfe, Chief Financial Officer at Annaly Capital Management, and Sharda Cherwoo, a retired partner from Ernst & Young.



**Max Simkoff**  
Chief Executive Officer, Doma



**Maxine Williams**  
Chief Diversity Officer, Meta Platforms, Inc.



**Karen Richardson**  
Board Member, BP



**Stuart Miller**  
Executive Chairman, Lennar Corporation



**Serena Wolfe**  
CFO, Annaly Capital Management, Inc.



**Charles Moldow**  
General Partner, Foundation Capital



**Sharda Cherwoo**  
Digital Transformer; Retired Partner, Ernst & Young LLP



**Mark Ein**  
Chief Executive Officer, Venturehouse Group, LLC



**Larry Summers**  
Former Treasury Secretary, U.S. Treasury



**Matthew E. Zames**  
Former President, Cerberus Capital Management

"Diversity, equity, and inclusion are instrumental across all levels of organizations and that includes the Board of Directors. I am excited about the opportunity to influence positive change for Doma, and I know the new and different perspectives and cultures will only heighten the impact of this body."

– **Maxine Williams,**  
**Doma Board Member**

**Lina Buchanan**

Senior People Business Partner

"The DEI work happening at Doma continuously restores my faith in humanity. The deep sense of connection I feel towards my colleagues is, in large part, due to these efforts. Together we've done some remarkable things as we have bonded over many insightful thoughts shared, participated in hard but necessary conversations, and witnessed the outpouring of love and support for those brave enough to step forward first. I can't wait to see what's next and keep digging into this important work!"

**Emilio Fernandez**

President, Doma Title Insurance, Inc.

"When I think of DEI at Doma, it's not just a box to check off, it's something we deeply regard as essential to our success and foundational to our One Team core value. In my over 25 years in the industry, I've never had the privilege of working at a company that genuinely values DEI and understands the impact it can have on the company's success. As a result of Doma's investment in DEI initiatives like Cultural Conversations and ERGs, I believe associates from underrepresented groups identify with leaders that look like them, which makes them feel heard and empowers them to further their careers."

# Creating a Community

*Community [noun]: a feeling of fellowship with others, as a result of sharing common attitudes, interests, and goals*

A new home is made stronger by those who surround it. We prioritize partnering with diverse organizations so we can gain strength from different perspectives and best serve the communities where we work and live. As we align with organizations that share our core values, innovation and success will soon follow.



## Strategic Partnerships

We understand that by working collaboratively with key organizations that align with our core values and support our business objectives, we will be able to create a strong community that allows us to reach our goals faster, become more impactful, and help our home continue to grow. To date, we have created partnerships with multiple organizations to support building our diversity pipelines and to enhance our employer branding.





**Genevieve Becker**  
General Manager, Warranty

"The DEI Team at Doma brought their A-game in 2021. The programming was vibrant, engaging, and approachable for all associates at our various stages in our respective DEI journeys. The monthly cultural heritage events, speaker series, and hands-on experiences have become so integral to my team's Doma experience that it's hard to remember life here prior. The unconscious bias training stands out especially in my memory as a poignant moment of real vulnerability and connection across colleagues. It set a precedent for sincerity and curiosity in the Doma community around topics of diversity, equity, and inclusion. I can't wait to see what 2022 has in store – upwards, onwards!"



**Alex Grundhoffer**  
Regional Managing Director

"As a student of history, I have had a very static view of America, a sort of Norman Rockwell image of reality. Thanks to our DEI initiatives, I have learned that my previous image of America is only part of the American story. I've learned that the story is much richer, and have gained tools to view America and the world with a wide-angle lens."

# Home Improvements

*Improvement [noun]: a thing that makes something better*

Once a home is built, the work is never done. There are always opportunities for improvements or to invest in an upgrade to ensure the home is welcoming and as resilient as it can be. We know that while our DEI foundation is strong, we must always be cognizant of adjustments that may be necessary and continue to strive for an enhanced culture, one that is as inclusive and equitable as possible for everyone. This is the key ingredient to the long-term success of fostering a sense of belonging for our associates and for the strength of our company as a whole.





## Looking to the Future

Doma experienced a tremendous year in 2021 across many fronts. In addition to nearly doubling in size and becoming publicly traded, we launched a completely new DEI function. In an industry where diversity is rarely discussed in the workplace, we were able to implement many successes as a company, such as launching robust initiatives focused on inclusion and building strategic partnerships to develop a pipeline of diverse talent.

We are incredibly proud of our accomplishments in this first year of executing our DEI strategy, but we know our journey has only just begun. As we look ahead to all that is needed to position Doma as a best-in-class company with an equitable, inclusive culture that is representative of the customers and communities we serve, we are committed to taking this work on.

We will continue to invest in resources to build a culture of inclusion. We will attract, hire, develop, and promote more people from underrepresented groups across all levels of the organization. We will launch more ERGs to support our associates while meaningfully advancing the business. We will keep hosting empowering, relevant discussions for our associates to heighten their awareness and appreciation of different cultures and perspectives. We will strengthen our strategic partnerships and expand our reach into communities in uplifting ways. We will continue to engage our leaders, equip them with necessary tools, and hold them accountable for the integration and strategic alignment of DEI throughout our business and operations.

By drawing our blueprints, laying an impermeable foundation, building our home on solid ground, and creating strong communities internally and externally, we've proven we're on this journey for the long-term. Together, we will succeed.



# Diversity, Equity & Inclusion @ doma

[doma.com/diversity](https://doma.com/diversity)